

WHNT

EEO PUBLIC FILE REPORT

December 4, 2016 - November 30, 2017

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) WHNT, Huntsville, Alabama.

WHNT, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 256-535-9215.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Asst, Local Sales	2-4, 6-10, 12, 15, 19-20, 22-23, 25, 27-28, 33-37, 39-42, 44-45	45
Broadcast Engineer	2-4, 6-10, 12, 15, 17-25, 27-28, 31, 33-37, 40-42, 44-45	10
Producer, Creative Services	10, 15, 18, 31, 35-36	15
Digital Executive Producer	2-4, 6, 8-10, 12, 15-16, 19-20, 22-28, 33-37, 40-42, 44-45	16
Producer	2-4, 6, 8-10, 12, 15, 19-21, 23-28, 31, 33-37, 40-42, 44-45	31
Asst, Production Multi Media	2-6, 8-10, 12-16, 18-21, 23-31, 33-45	16
Assistant Director, News	1-6, 8-9, 11-15, 18-19, 23-31, 33-37, 39-45	18
Producer, Creative Services	1, 3-6, 8-15, 18-19, 23-30, 33-37, 39-44	15
Graphic Designer/Digital Media Specialist	1-6, 8-9, 11-15, 19, 23, 25-30, 33-37, 39-44	15
Producer	1-6, 8-15, 19, 23, 25-30, 33-37, 39-44	10
MMJ	1-6, 8-9, 11-15, 19, 23, 25-37, 39-44	36
Digital Producer/MMJ	1-6, 8-9, 12-15, 19, 23, 25-30, 33-37, 39-40, 42-44	36

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 2059825001 Email : abajobs@al-ba.com Fax : 1-205-982-0015 Sharon Tinsley	N	0
2	Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 334-229-4140 Email : etucker@asunet.alasu.edu Fax : 1-334-229-4985 Ella Tucker	N	0
3	Alabama State University 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334/229-4493 Url : http://www.alasu.edu Email : dokeowo@alasu.edu Fax : 1-334-229-4976 David Okeowo	N	0
4	Athens State Univ Sandridge Student Center 300 N Beaty Street Athens, Alabama 35611 Phone : 256-233-8141 Url : http://www.athens.edu Email : Laura.allen@athens.edu Laura Allen	N	0
5	Birmingham Southern Norton Campus Ctr Rm 241 900 Arkedelphia Rd Birmingham, Alabama 35254 Phone : 205-226-4717 Url : http://www.bsc.edu Email : ploprest@bsc.edu Fax : 1-205-226-4931 Peggy LoPresti	N	0

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6	Calhoun Comm Coll 6520 US Hwy 31 N Tanner, Alabama 35671 Phone : 256-306-2907 Url : http://www.calhoun.edu Email : nas@calhoun.edu Fax : 1-256-260-2447 Nancy Smith	N	0
7	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Luke Scanlon Manual Posting	N	0
8	Disability Staffing Services, Inc. 1100 Washington Street Huntsville, Alabama 35801 Phone : 8665486468 Email : office@getdss.net Fax : 1-877-335-3990 Renee Scruggs	Y	0
9	Drake Technical 3421 Meridian Street Huntsville, Alabama 35811 Phone : 256-551-3110 Url : http://www.drakestate.edu Email : dana.moore@drakestate.edu Fax : 1-256-551-3142 Dana Moore	N	0
10	Employee Referral	N	11
11	Entertainment Careers 2118 Wilshire Blvd Santa Monica, California Url : www.entertainmentcareers.net Brad Hall Manual Posting	N	0

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12	First Missionary Baptist Church 3509 Blue Spring Rd NW Huntsville, Alabama 35802 Phone : 256-852-2907 Url : http://www.fmbc.org Email : clandry@fmbc.org Fax : 1-256-852-5975 Carolyn Landry	N	0
13	Florida Institute of Technology 150 W. University Blvd Melbourne, Florida 32901 Phone : 321-674-8102 Url : http://www.fit.edu Email : career@fit.edu Fax : 1-321-674-8065 Renee Couperthwaite	N	0
14	Huntsville Educational TV 606 Forrest Circle Huntsville, Alabama 35811 Phone : 256-428-7860 Url : http://www.hsv.k12.al.us/dept/etv/cont.html Email : Keith.Ward@hsv-k12.org Fax : 1-256-428-7861 Keith Ward	N	0
15	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	18
16	Internal Transfer/Promotion	N	2
17	Job Fair	N	1
18	Linked In	N	6
19	Middle TN State University 1301 E Main Street Murphreesboro, Tennessee 37132 Phone : 615-898-2105 Url : http://www.mtsu.edu Email : doneal@mtsu.edu Fax : 1-615-898-5478 Dennis Oneal	N	0

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20	NAACP P. O. Box 951 Savannah, Georgia 31402 Phone : 233-4161 Email : savnaacp1204@yahoo.com Fax : 1-912-233-3088 Carol Hunt	N	0
21	NAACP P.O. Box 951 Savannah, Georgia 31402 Phone : 233-4161 Fax : 1-912-233-3088 Prince Jackson	N	0
22	NAACP P.O. Box 6452 Macon, Georgia 31208 Phone : 478.745.9944 Email : naacpmacon@cox.net Fax : 1-478-752-5161 Career Service	N	0
23	NAACP 1315 Milam Street Shreveport, Louisiana 71101 Phone : 318-828-1905 Email : thompson1856@yahoo.com Lloyd Thompson	N	0
24	NAACP 1204 Martin Luther King Jr Blvd Savannah, Georgia 31415-6355 Phone : 912-233-4161 Email : savnaacp@bellsouth.net Fax : 1-912-233-3088 Al Scott	N	0
25	NAACP - New Orleans Branch 2474 Canal St. Ste. 308 New Orleans, Louisiana 70119 Phone : 504-821-3221 Email : dkingsr@aol.com Fax : 1-504-821-3221 Antionette Mallet	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	National Alliance of State Broadcasters Associations 2333 Wisconsin Street Albuquerque, New Mexico Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
27	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	1
28	NE AL Community College PO Box 159 Rainsville, Alabama 35896 Phone : 256-384-418 Email : whittens@nacc.edu Sherry Whitten	N	0
29	NW Shoals Community College 800 George Wallace Blvd Muscle Shoals, Alabama 35661 Phone : 256-331-5207 Url : http://www.nwscc.edu Email : moates@nwscc.edu Fax : 1-256-331-5322 Marchia Oates	N	0
30	Oakwood University 7000 Adventist Blvd NW Huntsville, Alabama 35896 Phone : 256-726-7134 Url : http://www.oakwood.edu Email : spaul@oakwood.edu Fax : 1-256-726-7139 Sonia Paul	N	0
31	Other Source	N	9
32	Self Referral	N	1

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33	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-366-8894 Url : http://www.stillman.edu Email : jcurrie@stillman.edu Fax : 1-800-841-5722 Jacqueline Currie	N	0
34	Talladega College 627 West Battle St. Talladega, Alabama 35160 Phone : 256-362-0206 Url : http://www.talladego.edu Email : brhoden@talladega.edu Fax : 1-256-761-6450 Brenda Rhoden	N	0
35	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	14
36	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	5
37	Troy State 2605 University Place Department of Business Phenix City, Alabama 36869 Phone : 334-448-5113 Fax : 1-334-448-5205 Kenny Marcum	N	0
38	Troy University 100 University Park Troy, Alabama 36082 Phone : 334-808-6219 Url : www.troy.edu Email : ddbrown@troy.edu Donna Brown	N	0

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39	Tuskegee University Career Development and Placement Services Center Carnegie Hall 3rd Floor Tuskegee, Alabama 36088 Phone : 334-727-8255 Email : rburden@mytu.tuskegee.edu Fax : 1-334-727-8258 Sarah Stringer	N	0
40	Univ of Al - Huntsville Office of Career Development Madison Hall, Ste 111 Huntsville, Alabama 35899 Phone : 256-824-6741 Url : http://www.uah.edu Email : chargerjobs@uah.edu Fax : 1-256-824-6039 Carrie Unknown	N	0
41	University of Alabama 330 Ferguson Center 751 Campus Drive Tuscaloosa, Alabama 35487 Phone : 205-348-5848 Url : http://www.ua.edu Email : cmgentry@sa.ua.edu Fax : 1-205-348-5852 Chad Gentry	N	0
42	University of Memphis 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-2843 Url : http://www.memphis.edu Email : commdept@memphis.edu Fax : 1-901-678-3607 Curt Guenther	N	0
43	University of Montevallo Station 6001 Montevallo, Alabama 35115 Phone : 205-665-6262 Url : http://www.montevallo.edu Email : jyoung3@montevallo.edu Fax : 1-205-665-6255 Jah'zmin Young	N	0

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44	University of South Alabama University of South Al Meisler Hall Ste 2500 Mobile, Alabama 36688 Phone : 251-460-6188 Url : http://www.southalabama.edu Email : dingram@usouthal.edu Fax : 1-251-460-6091 Delia Ingram	N	0
45	WHNT TV 200 Holmes Avenue Huntsville, Alabama 35801 Phone : 2565331919 Email : deanna.medley@whnt.com Deanna Medley	N	12
TOTAL INTERVIEWS OVER REPORTING PERIOD:			80

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/17/2017	Participation in events or programs sponsored by educational institutions	Master Hands Christian School	1	Meteorologist
2	1/18/2017	Participation in events or programs sponsored by educational institutions	Fyffee High School	1	Meteorologist
3	3/8/2017	Participation in events or programs sponsored by educational institutions	Station Tour - Monrovia Elem School	1	Meteorologist
4	3/9/2017	Participation in events or programs sponsored by educational institutions	Douglas High School	1	Meteorologist
5	3/31/2017	Participation in events or programs sponsored by educational institutions	Harvest Elem Broadcasting Club	1	Meteorologist
6	4/20/2017	Participation in events sponsored by community groups	Talent Appearance How to Stay Safe in Severe Weather	1	Meteorologist
7	4/21/2017	Participation in events or programs sponsored by educational institutions	Station Tour - East Limestone High School	1	Meteorologist
8	4/24/2017	Establishment of an intern program designed to assist members of the community	Internship program	1	Sr. Editor/Producer/Writer
9	4/26/2017	Participation in events or programs sponsored by educational institutions	Talent Appearance Weather/Climate/Severe Weather Location: Horizon Elementary School	1	Meteorologist
10	4/28/2017	Participation in events or programs sponsored by educational institutions	Speaker Appearance Career in Broadcasting Location: Lakewood Elementary School	1	Meteorologist
11	8/16/2017	Participation in events sponsored by community groups	Talent Appearance Severe Weather Location: Clear View Cancer Institute	1	Meteorologist

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12	10/4/2017	Participation in events or programs sponsored by educational institutions	Talent Appearance Weather Events and Careers Location: Hibbitt School Library	1	Meteorologist
13	11/17/2017	Participation in events or programs sponsored by educational institutions	Talent Appearance Career Path in Broadcasting Location: F.E. Burleson Elementary School	1	Sports Anchor